

**RUTHERFORD COUNTY SCHOOL SYSTEM
2240 Southpark Drive
Murfreesboro, TN 37128**

**APRIL 4, 2024
5:30 P.M.**

AGENDA

1. CALL TO ORDER

2. PLEDGE OF ALLEGIANCE

Work Session: Led by Butch Vaughn

Board Meeting: Coy Young

3. MOMENT OF SILENCE

4. APPROVAL OF AGENDA

Recommended Motion - to approve the agenda as presented.

5. RENEWAL-EXTENSION OF DIRECTOR'S CONTRACT (TAB 1)

6. APPROVAL OF CONSENT AGENDA (TAB 2)

A. Minutes: March 20, 2024, Board Meeting Minutes

B. Bids:

Bid #3730 - Photography

Request to Purchase a Trailer

C. Nepotism:

Kimberly Malcolm - School Counselor – Whitworth-Buchanan Middle School

Madison Johnson – Teacher – Smyrna High School

Aaron Hutchinson – Teacher – Rockvale High School

Amy McCann – School Counselor – Lascassas Elementary School

D. Community Use of Facilities

FACILITIES USE

April 4, 2024

Fees

Lascassas Elementary

Murfreesboro Baseball Association, practice,
sports field, 3/18/24 – 5/28/24, \$18 per hour

LaVergne High	Ethiopian Community Association in Nashville, soccer, stadium/track, 4/21/24, \$100 per hour
Oakland High	MidTN Bball Showcase, basketball events, gym, 3/24/24 – 8/11/24, \$290 per day
Oakland High	Tennessee Titans, football camp, stadium/track, 6/20/24, \$115 per hour
Rockvale Elementary	Fourth Watch Church, service, cafeteria, 11/12/23 – 5/12/24, \$18 per hour, **retro review
Siegel Middle	Murfreesboro Little League – Diamondbacks, practice, softball field, 4/2/24 – 6/25/24, \$18 per hour
Smyrna Elementary	Stewarts Creek Youth Football and Cheer Association, basketball training, gym, 4/1/24 – 5/9/24, \$18 per hour
Smyrna High	Middle Tennessee Student Athlete (Flight), basketball practice, gym, 4/3/24 – 6/27/24, \$18 per hour
Stewartsboro Elementary	Smyrna Jr. Basketball League, practice, gym, 3/20/24 – 5/23/24, \$18 per hour

No Fees

Christiana Middle	Christiana Baseball & Softball Association, practice/games, softball field, 3/1/24 – 8/1/24, *no fees
Eagleville	Eagleville/Rockvale Ministerial Assoc., sunrise service, track, 3/31/24, *no fees, **retro review
Eagleville	Eagleville/Rockvale Ministerial Assoc., senior baccalaureate service, auditorium, 5/8/24, *no fees

Note: Facility use prior to 4/4/24 has been granted pending Board action. A certificate of insurance with \$2,000,000.00 limits (\$1,000,000.00 if approved) is required by each user. Each group must

forward any renewals of insurance to the Board on time; otherwise, approval is terminated at the end of the policy period. **All approvals are for no more than a 1-year period.**

E. School Salary Supplements and Contract Payments:

Name-Certified	NTE Amt.	School	Funded By	Description
Barry Eddings	\$1,500.00	Blackman High	School Funds - Baseball	Assistant Baseball Coach
Gregory Jones	\$1,500.00	Blackman High	School Funds - Baseball	Assistant Baseball Coach
Nick Carozza	\$2,083.00	Blackman Middle	School Funds - Track	Assistant Track Coach
Orville McGee	\$800.00	Blackman Middle	School Funds - Track	Assistant Track Coach
Emily Marshall *1	\$200.00	Eagleville	School Funds - Athletics	Driving / Chaperoning Pep Bus
Jess Messick	\$3,450.00	Oakland High	Oakland High Baseball Boosters	Assistant Baseball Coach
Brandon Nolen	\$500.00	Oakland High	Oakland High Baseball Boosters	Assistant Baseball Coach
Derry Wells *6	\$1,500.00	Oakland High	School Funds - Girls Basketball	Bus Driver for Girls Basketball
Mitzi Wilson	\$500.00	Oakland High	School Funds - Basketball	District + Regional Basketball Tournament Director
Kevin Wright	\$1,500.00	Oakland High	Oakland High Baseball Boosters	Announcer for Baseball games
Mikel Newman	\$3,500.00	Rockvale Middle	School Funds - Girls Basketball	Basketball Camp Instructor (June 10-12, 2024)
Torey Patterson *5	\$200.00	Rockvale Middle	School Funds - Girls Basketball	Basketball Camp Instructor (June 10-12, 2024)

LaDarrius Verge *5	\$200.00	Rockvale Middle	School Funds - Girls Basketball	Basketball Camp Instructor (June 10-12, 2024)
Preston Scott	\$1,200.00	Rocky Fork Middle	Outside Group / Use of Facilities	Gym Supervision for Athens Volleyball
Shannon Cron	\$1,500.00	Stewarts Creek Middle	School Funds - General Fund, Clubs, + Sports	Operating / Managing Concession Inventory for General Fund, Clubs, + Sports
Allison Glapa	\$1,500.00	Stewarts Creek Middle	School Funds - General Fund, Clubs, + Sports	Operating / Managing Concession Inventory for General Fund, Clubs, + Sports
Andrew Frye	\$1,200.00	Thurman Francis	School Funds - Drama	Co-Director of Drama Performance
Dulcie Heim	\$1,200.00	Thurman Francis	School Funds - Drama	Co-Director of Drama Performance
Name-Non- Faculty	NTE Amt.	School	Funded By	Description
Lawrence Eke	\$1,500.00	Blackman High	School Funds - Baseball	Announcer for Baseball games
Camron Roberts	\$1,000.00	Blackman High	School Funds - Baseball	Assistant Baseball Coach
Jonathan Yancy	\$1,500.00	Blackman Middle	School Funds - Track	Assistant Track Coach
Colby Howland	\$3,450.00	Oakland High	Oakland High Baseball Boosters	Assistant Baseball Coach
Brandon Utley *7	\$2,800.00	Oakland High	Oakland High Baseball Boosters	JV Baseball Coach
Rakel Hankins	\$1,000.00	Rockvale High	School Funds - Volleyball	Assistant Volleyball Coach
Gerald Griffin	\$200.00	Rockvale Middle	School Funds - Girls Basketball	Basketball Camp Instructor (June 10-12, 2024)

Gerald Griffin	\$750.00	Rockvale Middle	School Funds - Track	Assistant Track Coach
Name-Classified	NTE Amt.	School	Funded By	Description
Michael Forrest	Hourly	Oakland Middle	Outside Group / Use of Facilities	Site supervision for Top Notch Basketball
Amanda Richardson	Hourly	Smyrna Elementary	Outside Group / Use of Facilities	Custodian for the Stewarts Creek Youth Football and Cheerleading Association

- 1 Approved previously for an amount \$500 or greater
- 2 Overtime rate for special events
- 3 Anticipate amounts over \$500 this school year
- 4 Amend prior approval
- 5 Less than \$500 but part of event total
- 6 Must have the approval of the Transportation Department
- 7 Classified Employee Coach
- 8 Regular Rate - Part time employee

F. Non-Faculty Volunteer Coaches:

According to the Tennessee Secondary School Athletic Association (TSSAA) guidelines, Board of Education approval is required to allow non-faculty volunteer coaches to participate in the school athletic programs.

NAME	SCHOOL	SPORT
Griffin, Gerald	Rockvale Middle	Girls Basketball

Recommended Motion – to approve the consent agenda as presented.

7. PUBLIC COMMENT*

**Public comment requests to address the Board must be provided in writing to the Director of Schools' office no later than noon (12:00 p.m.) on the day of the meeting by completing the Public Comment Form. Speakers will have three (3) minutes to speak.*

8. RUTHERFORD PROUD

Whitworth-Buchanan Middle School has been named a 2024 Blue Ribbon Schools of Excellence Lighthouse School. Principal April Sneed will provide a presentation explaining the award designation and process the school completed to earn this designation.

9. GUEST SPEAKERS

Board Work Session: Jeff McCann to update the Board on Novus SMART Academy.

10. LEGAL (TAB 3)

I. Out of County Transfer Student (1)

The Board has been requested to admit a transfer student from another school system under discipline. The student was remanded to alternative school for possession of an infused gummy (edible).

According to Policy 6.318, the Board may deny admissions of any student (except those in state custody) when a student transfers from another school system while under suspension or expulsion.

Director of Schools' Recommendation: Admit and place into alternative school.

Recommended Motion - to admit or deny the admission of this Out of County Transfer Student as presented.

II. Central Magnet HVAC Problems.

Central Magnet has experienced multiple problems with the HVAC renovations that have been done over the last several years. The system that was installed is not functioning as was requested. The cost to repair the system will be significant. There may be legal recourse against the engineer, contractor, and manufacturer who worked on this system.

Recommended Motion -to authorize Board Attorney Jeff Reed to bring legal action against the companies involved with the HVAC system and to seek appropriate remedies.

11. FINANCIAL MATTERS (TAB 4)

I. Wilson Bank and Trust Contractual Agreement

Wilson Bank and Trust contract is an agreement between Riverdale High School, RHS Quarterback Booster Club and Wilson Bank and Trust for a donation of \$150,000 distributed over a ten (10) year period.

Recommended Motion – to approve or deny a contractual agreement of a donation from Wilson Bank and Trust to Riverdale High and RHS Quarterback Booster Club as presented.

II. Certified and Classified 2.5% COLA salary schedule adjustment for 2024-2025 SY.

Recommended Motion – to approve the Certified and Classified 2.5% COLA salary schedule for 2024-2025 SY as presented.

III. COSSBA convention runs around \$16,600. The Board did not attend COSSBA this 2023-2024 school year. Mrs. Darby would like to discuss the opportunities of attending a few programs in place of COSSBA.

A. Newcomers School - Charlotte, NC, 04/22-04/23
Price per person is approximately - \$650

B. Polaris Career Center - Middleburg Heights, OH, 05/14 - 05/15
Price per person is approximately - \$500

Recommended Motion – to approve or deny any combination of the above programs as presented, but not limited to approximate cost.

12. NAMING OF NEW SCHOOLS

New Name: Simon Springs Community School (formerly Roy Waldron Annex)

Mascot: Fox

Colors: Metallic Silver and Burnt Orange

Recommended Motion – to approve or deny the naming of the former Roy Waldron Annex to Simon Springs Community School, Fox mascot, and colors as presented.

New Name: Westbrooks-Woods Academy (formerly Church St. Property)

Mascot: Admirals

Colors: M.T.S.U. Blue and White

Recommended Motion – to approve or deny the naming of the former Church Street property to Westbrooks-Woods Academy, Admirals mascot, and colors as presented.

New Name: Poplar Hill Elementary School (formerly Batey Property)

Mascot: Coyotes

Colors: Hunter Green RGB#1F4122, White, Metallic Gold accent color

Recommended Motion – to approve or deny the naming of the former Batey property to Poplar Hill Elementary School, Coyote mascot, and colors as presented.

13. INSURANCE

14. FINANCIAL REPORT

15. DIRECTOR'S UPDATE

16. TENNESSEE LEGISLATIVE NETWORK (TLN) UPDATE

17. FEDERAL RELATIONS NETWORK (FRN) UPDATE

18. GENERAL DISCUSSION

19. ADJOURNMENT

CONTRACT OF EMPLOYMENT

This contract of employment is made and entered into on this the _____ day of _____, 2024 by and between the Rutherford County Board of Education (hereinafter, “Board”) and James Sullivan (hereinafter, “Director of Schools” or “Director”) for the purpose of employing James Sullivan to serve as Director of Schools for the Rutherford County school system pursuant to law. This contract amends, supersedes, and replaces the contract executed by the Board and the Director dated May 27, 2022.

W I T N E S S E T H:

1. TERM OF CONTRACT.

The employment of Director under this contract shall commence on April 4, 2024 and shall extend until April 4, 2028 for a term of 4 years. The Board shall consider the issue of whether to extend this contract on or before October 4, 2027; however, the Board reserves the right to extend the contract at an earlier or later date should the Board so determine. If no action is taken by the Board to extend this contract prior to the expiration of the term, the contract shall terminate on April 4, 2028. Any amendments or extensions of this contract shall be reflected in the minutes of the Board and shall be in writing executed by both the Board and Director.

2. PROFESSIONAL CERTIFICATION.

The Director shall maintain and furnish to the Board evidence of his/her maintaining, throughout the life of this Contract, a valid and appropriate educator’s certificate to act as Director of this County.

3. DUTIES.

A. The Director will perform all duties and obligations required of a person in this capacity for the Rutherford County school system as specified under the statutes of this State of Tennessee, the rules, regulations and minimum standards of the State Board of Education, the rules, regulations and policies of the Rutherford County Board of Education, the applicable statutes and regulations of the United States, and judicial and administrative interpretations thereof.

B. The Director shall devote such time and energies as are necessary to perform the duties specified in the job description. These duties will generally be performed during normal business hours, but it is expressly agreed that the duties of this position will require the Director to work during times other than normal business hours.

C. The Director shall reside within the boundaries of the school district within the term of this contract. The contract will be voided and terminate if the Director does not meet the residency requirement.

4. POSITION AS CHIEF ADMINISTRATIVE OFFICER.

The Director shall be the chief administrative officer of the school system and shall have charge of the administration of the schools under the direction of the Board and shall manage the schools within the policies established by the Board. The Director shall perform the duties specified in Tennessee Code Annotated as well as any listed in the job description for the job of the Director as may be adopted by the Board, or as may be amended from time to time during the term of this contract. Such job description as so amended, is hereby incorporated in this contract by reference as fully stated herein. The Director shall have authority to organize the central office, hire and dismiss personnel, as deemed necessary for the advancement of the system goals

consistent with applicable law. However, the Director may not create any new central office positions without express Board approval for the creation of a new position. The Board's approval of a budget or budgetary item shall not constitute express Board approval for a new position.

The Board, either collectively or individually, may promptly refer to the Director, for appropriate action, all criticisms, complaints and suggestions called to their attention relative to the Director or the school district which the Board members believe to be of significance.

5. SALARY.

The annual salary shall be Two Hundred Thirty Thousand Seven Hundred Fifty and 00/100 Dollars (\$230,750) to be paid in equal monthly installments as other certified employees of the Board are paid. The salary shall be paid consistent with payroll policies and procedures applicable to certified school employees and withholdings shall be made for applicable federal and state employment taxes. Beginning July 1, 2024 and on July 1 of each consecutive year thereafter during the term of this Contract, the Director's salary shall be increased by both Five Thousand Dollars (\$5,000) and any percentage increases to match any salary increases or bonuses approved by the Board to general certified school employees.

6. BENEFITS.

A. During the term of this contract, the Board will provide the Director with any benefits which certified employees receive from the Board. These benefits include participation in group hospitalization insurance, life insurance, participation in the state sick leave plan, one personal day per one-half (1/2) year of employment, and paid holidays as approved by Board policy. The

Director shall be eligible for participation in the state retirement program. The Board will provide during the term of this contract, such medical and hospitalization insurance for the Director, his/her spouse, and dependents as the school system provides for certified employees in the school system, paying the same proportion of such premium as it does for certified employees in the system.

B. The Board will pay the costs of the Director's membership in the American Association of School Administrators, American Association of School Administrator's Superintendent's Academy, the Tennessee Organization of School Superintendents, and the Rutherford County Chamber of Commerce. The Board shall further reimburse the Director for expenses in attending related functions in accordance with Board policy.

7. PROFESSIONAL GROWTH.

In the interest of continuous growth, promotion, development, and advancement of the school system, the Board encourages, within pre-approved limits set by the Board, the continuing professional growth of the Director through participation in:

- A. The operations, programs and other activities conducted or sponsored by local, state and national school administration and school board associations;
- B. Seminars and courses offered by public or private educational institutions;
- C. Informational meetings with other persons whose particular skills or background would serve to improve the capacity of the Director to perform professional responsibilities for the Board; and
- D. Visits to other institutions.

8. VACATION AND SICK DAYS.

The Director shall be entitled to twenty-four (24) working days paid vacation each fiscal year during the term of this contract. Vacation days may be accrued and carried forward to the next fiscal year so long as the total number of vacation days carried forward does not exceed forty-two (42). At the end of each fiscal school year during the term of this contract, any vacation days in excess of forty-two (42) shall be converted to additional sick days. Notwithstanding any Board policy applicable to general certified personnel, upon termination of this contract, the Director shall be entitled to be paid for any accrued and unused vacation days up to a maximum of sixty-six (66) days. Paid holidays will be the same as the holidays observed by the school system pursuant to Board policy. Sick leave will be in accordance with Tennessee Code Annotated (TCA). As the law currently exists, the TCA provides for one (1) sick day per month. Sick days may be accumulated without limit.

9. CALENDAR. The Director shall list all vacation days and sick days taken by the Director on a calendar to be maintained by the staff secretary of the Board of Education or the Board of Education's other designated person. The Director shall list any days the Director anticipates being out of town for seminars, conferences, or school-related activities on said calendar and provide a general description of the seminar, conference, or activity being attended. In addition, the Director shall notify the Chairman of the Board if the Director plans to be absent from the central office for two (2) or more consecutive business days excluding holidays.

10. LIABILITY INSURANCE.

The Board shall maintain liability insurance covering alleged wrongful acts and omissions of the Board and the Director in the scope of employment with the Board. Subject to the provisions stated below in this section, the Board shall, to the extent permitted by law, directly or through insurance, defend the Director, pay defense costs, and indemnify and hold the Director harmless on demands, claims, suits and legal proceedings brought by third parties against the Director in his/her official capacity as agent and employee of the Board, except that this obligation of the Board shall not exist with respect to violations of criminal law, improper personal gain, or willful misconduct, and in no event will individual Board members be liable for indemnifying the Director against such demands, claims suits, and legal proceedings. Nothing herein shall be construed as to require the school system to furnish legal counsel to the Director or to indemnify the Director for any costs or expenses which occur as a result of any legal dispute which may arise between the Board and the Director with regard to the performance of duties pursuant to this contract.

11. GOALS AND OBJECTIVES.

Within sixty (60) days after July 1, 2024 or such earlier time as the Board and Director agree, the Board and the Director shall meet to establish a system of attainable and measurable goals and objectives for the ensuing school year and an implementation plan. Additionally, the Board and the Director shall agree upon the relative priority among the various goals and objectives. The goals and objectives shall be reduced to writing and may be among the criteria by which the Director is evaluated as herein provided. Prior to the beginning of each school year, the Board and Director will meet to establish Board goals and objectives for the next succeeding school year and long range planning and implementation in the same manner and with the same effect

as heretofore described. The various goals and objectives shall be attainable within the time prescribed and are subject to annual operating and capital budget appropriations.

12. EVALUATION.

The Board shall evaluate the performance of the Director at least annually. Any instrument to be used by the Board in evaluating the performance of the Director shall be developed by the Board and Director and shall be adopted by the Board at least ninety (90) days prior to the performance of the evaluation. At the time of its evaluation, the Board may consider, but shall not be obligated to adopt, amendments to this contract relating to the term, salary and benefits paid to the Director. The Chairman of the Board shall be responsible for the coordination and the final report to the Board concerning the evaluation. The evaluation shall consist of specific and measurable criteria.

13. COMPLAINTS AND GRIEVANCES.

(a) Complaints and Grievances by Employees. In the event any employee of the school system files a complaint against the Director under Board of Education Policies 5.501 and 5.500 the complaint or grievance shall be resolved in accordance with the terms of said Policies except that the Complaint Manager shall be the Board Attorney or a qualified person appointed by the Board Attorney or the Board to undertake the investigation. A written report of said investigation shall be provided to the Board, and the Board shall have the right to take such action as the Board determines is appropriate, including, but not limited to, dismissal of the complaint, requesting further investigation, reprimand, and termination as provided hereinbelow.

(b) Complaints and Grievances by Board Members. In the event any Board Member has a complaint or grievance against the Director, the Board Member may refer the complaint or

grievance to the Chairman of the Board of Education and Board Attorney to investigate and address the same. In the event the complaint is not resolved to the satisfaction of the Board Member, the complaint or grievance may be presented to the Board of Education for such action as the Board of Education determines appropriate. If the Board of Education determines a complaint is well founded, the Board may issue the Director a letter of warning, letter of reprimand, or take such other action the Board of Education determines warranted under this Agreement.

(c) Complaints and Grievances by Director Involving a Board Member. In the event the Director has a complaint or grievance involving a Board Member, the Director may refer the complaint or grievance to the Chairman of the Board of Education and Board Attorney to investigate and address the same. In the event the complaint or grievance is not resolved to the satisfaction of the Director, the complaint or grievance may be presented to the Board of Education for such action as the Board of Education determines appropriate. If the Board of Education determines a complaint or grievance is well founded, the Board may issue a letter of determination determining the complaint or grievance to be well founded.

14. TERMINATION.

This contract may be terminated by any one of the following:

- A. Mutual written agreement of the parties
- B. Retirement of the Director;
- C. Disability of the Director. In the event the Director is unable to perform the obligations herein for ninety (90) days or longer due to mental or physical illness or incapacity, the Board, within the sole discretion of the Board, may terminate this contract. If the

Board chooses not to terminate this contract and the Director subsequently returns to work, all compensation hereunder shall be restored once the Director has undertaken the full discharge of duties. During the period the Director is not at work, he/she shall be paid only for accrued sick days and any earned vacation days which the Director chooses to use. The Board reserves the right to appoint an acting interim Director to serve if the Director's disability appears to require him/her to be out for twenty (20) days or more.

If the Director is permanently disabled, the Board shall have the option to terminate this contract by written notice to the Director. In the event the Board terminates this contract due to the Director's permanent disability, the then Director shall be entitled to salary and any benefits hereunder for the duration of Director's accrued sick leave, vacation days, and holidays, if any. If a question exists concerning the capacity of the Director to return to duty after a period of disability, or for pertinent insurance purposes, the Board may require the Director to have a medical examination to be performed by a doctor licensed to practice medicine. The Board and the Director shall mutually agree upon the physician to conduct the examination. The examination shall be at the expense of the Board.

D. Discharge for just cause. Discharge for just cause shall be defined as those grounds identified in Tennessee Code Annotated § 49-5-501 and § 49-5-511 et seq., as enacted and hereafter amended which would justify dismissal of a tenured teacher. Notice of discharge for cause shall be given in writing and the Director shall be entitled to appear before the Board and discuss such causes. If the Director chooses to be accompanied by legal counsel at such meeting, the Director shall pay the cost of Director's legal counsel. The Director shall be provided a written decision describing the results of the meeting. If the Director is terminated

for cause, he/she shall only be entitled to receive salary and benefits earned through the date of termination, but unpaid as of such date.

E. Unilateral termination by the Board. The Board may, at its option, unilaterally terminate this contract even without just cause. In the event of such termination, the Board shall pay to the Director, as severance pay, the full salary and benefit package enumerated within this contract from the actual date of termination established by the Board for the remaining term of this contract. Upon agreement of the Board and the Director, all Board paid benefits (salary, fringe benefits, etc.) enumerated within this contract shall continue to be paid on a monthly basis as if the Director were still employed by the Board.

F. Unilateral termination by the Director (Resignation). The Director may, by giving a minimum of thirty (30) days notice to the Board, unilaterally terminate this contract. In the event of such termination, the Director shall have no right or entitlement to any severance pay and shall be entitled only to the salary and benefits earned through the date of his/her resignation but unpaid as of the effective date of resignation.

G. Death of the Director. This contract shall terminate at the death of the Director and he/she shall only be entitled to the salary and benefits earned through the date of death, but unpaid as of such date.

15. SUSPENSION.

In the event the Board is awaiting the determination of any investigation for the determination of whether any grounds exist under Tenn. Code Ann. § 49-5-101 and § 49-5-511 for termination, the Board may suspend the Director pending the results of the investigation and appoint an interim Director of Schools to serve until the Board takes action on the results of said

investigation. In the event of such a suspension, the Director shall continue to receive the salary and benefits provided hereunder during the suspension.

16. LOYALTY TO EMPLOYMENT.

The Director shall devote full time, attention, knowledge and skills solely and exclusively to the business and interests of the Board and school system during the term of this contract. The Director may however undertake work or activities which do not interfere with the discharge of normal duties.

17. NO GUARANTEE OF RETURN TO PRIOR POSITION.

Upon termination of this contract, the Board does not guarantee that the Director will be restored to any previous positions held by him/her in the school system prior to his/her appointment as Director. However, the Board will abide by state law with respect to teacher tenure to restore the Director to a teacher's position if such law is applicable to him/her.

18. AMENDMENTS.

Any modification to this contract shall be made only in writing executed by both the Board and Director. Neither party shall be bound by any oral representations concerning modification of this contract.

19. SAVINGS CLAUSE.

The Board and the Director agree that, in the event that any part or clause of this contract is made illegal under federal or state law, or are held to be illegal by any Court having competent

jurisdiction thereof, the remainder of this contract shall not be affected by such ruling, finding, enactment or holding and the remainder of the contract shall continue in full force and effect with such invalid part or clause deleted therefrom.

IN WITNESS WHEREOF, the Board has caused this contract to be executed in its name by its Chairman, attested by its officers and the Director has approved this contract effective on the day and year specified in this document.

“BOARD”

RUTHERFORD COUNTY BOARD OF EDUCATION

By: _____
SHEILA BRATTON, Chairman

“DIRECTOR”

JAMES SULLIVAN

This contract was approved by vote of the Board of Education at a public meeting duly held on _____ and has been made a part of the minutes for that meeting.

Secretary

RUTHERFORD COUNTY SCHOOL SYSTEM
2240 Southpark Drive
Murfreesboro, TN 37128

MINUTES OF MARCH 20, 2024

Board Members Present

Shelia Bratton, Board Chair
Claire Maxwell, Vice-Chair
Caleb Tidwell
Coy Young
Frances Rosales
Katie Darby
Tammy Sharp
Dr. James Sullivan, Director of Schools

1. CALL TO ORDER

The Board Chair called the meeting to order at 5:30 P.M.

2. PLEDGE OF ALLEGIANCE

Board Work Session: led by Chloe Scott of Siegel High School.

Board Meeting: led by Ariana’Rose Smedley of John Colemon Elementary and her mother Amber Hodges.

3. MOMENT OF SILENCE

A Moment of Silence was observed for Mr. Clay Morgan’s family. We mourn the loss of one of our teachers at Oakland Middle School.

4. APPROVAL OF AGENDA

Motion made by Mr. Tidwell and seconded by Mrs. Rosales, to approve the agenda as presented.

Vote: All yes

Motion passes.

5. APPROVAL OF CONSENT AGENDA (TAB 1)

A. Minutes: March 7, 2024, Board Meeting Minutes

B. Bids

- Bid #3735 - Construction of Portable Classrooms;
- Bid #3738 - ADA Bathroom Renovations;
- Bid #3739 - Multimedia and Technology Equipment;
- Bid #3740 - Commercial Audio Systems;
- Bid #3741 - 911 Simulator;
- Rockvale High School Request for Purchase of a Golf Cart

C. Community Use of Facilities

FACILITIES USE

03/20/2024

Fees

Central Magnet	The Church in Murfreesboro, gathering, cafeteria, 3/2024 – 3/2025, \$18 per hour
Eagleville	Murfreesboro Obedience Training Club, event, classrooms & cafeteria, campus, 5/26/24 – 5/27/24, \$1,388
Eagleville	Red Rover Academy, graduation, auditorium, 5/16/24, \$285
LaVergne Middle	Universal Sports League, practice, gym, 3/5/24, \$18 per hour, *retro review
Plainview Elementary	Middle Tennessee Children’s Theatre, practice, gymnasium, 4/8/24 – 4/12/24, \$290 per day,
Rock Springs Elementary	Pinnacle Point HOA LaVergne, meeting, cafeteria, 4/2/24, \$18 per hour
Rock Springs Middle	ETC Gymnastics Inc. competition, gym, 4/6/24 – 4/7/24, \$290 per day
Siegel High	D1 Training, football training, stadium/track, 3/6/24 – 3/30/24, \$100 per hour. *retro review
Siegel High	Kings Hammer Murfreesboro, soccer tournaments, stadium/track, 4/12/24 – 12/15/24, \$100 per hour

No Fees

Central Magnet

Inner Light Family Theatre, theatre camp, auditorium, 6/3/24 – 6/15/24, no fees, **In-Kind Agreement

McFadden

Experience Church, parking, parking lot, 2/25/24 – 2/25/25, no fees

Note: Facility use prior to 3/20/24 has been granted pending Board action. A certificate of insurance with \$2,000,000.00 limits (\$1,000,000.00 if approved) is required by each user. Each group must forward any renewals of insurance to the Board on time; otherwise, approval is terminated at the end of the policy period. **All approvals are for no more than a 1-year period.**

D. School Salary Supplements and Contract Payments:

Name-Certified	NTE Amt.	School	Funded By	Description
Richie Conner *4+6	\$5,000.00	Blackman High	School Funds - Various	Bus Driver - amount approved is now \$20,000
Juliet Oncale *4	\$1,000.00	Blackman High	School Funds - Boys Basketball	Director of Operations - amount approved is now \$2,000
Sedonia Thompson *1	\$450.00	Blackman Middle	School Funds - Track	Gate worker for Track meets
Brittany Jerrell *1	\$50.00	Eagleville	School Funds - Band	Sectionals with 7th - 12th graders
Christopher Lowry *1	\$50.00	Eagleville	School Funds - Band	Sectionals with 7th - 12th graders
Emily Swafford *1	\$50.00	Eagleville	School Funds - Band	Sectionals with 7th - 12th graders
Richard Beard	\$1,850.00	Oakland High	School Funds - Basketball	Streaming Basketball games
Andrew Brewer	\$1,500.00	Oakland High	Oakland Swim Boosters	Swim Coach for Spring and Summer training
Brandon Nolen	\$1,000.00	Oakland High	School Funds - Indoor Facility	Athletic Director
Mitzi Wilson	\$1,000.00	Oakland High	School Funds - Indoor Facility	Athletic Director

Andrew Brewer	\$1,500.00	Oakland Middle	School Funds - Swimming	Swim Coach for Spring and Summer training
Megan Encalada	\$1,000.00	Oakland Middle	School Funds - Archery	Assistant Archery Coach
Austin Dooley	\$1,200.00	Siegel High	School Funds - Wrestling	Assistant Wrestling Coach
Samuel Sheppard *4+6	\$1,500.00	Smyrna High	School Funds - Various	Bus Driver - amount approved is now \$2,500
Benjamin Bowers	\$2,500.00	Stewarts Creek High	School Funds - Baseball	Field + Ground maintenance, Mowing
Ashleigh Hightower	\$1,250.00	Stewarts Creek High	School Funds - Baseball + Softball	Concession Management
Andrew Schmeltzer	\$2,500.00	Stewarts Creek High	School Funds - Baseball	Assistant Baseball Coach
Christopher Slaughter	\$2,000.00	Stewarts Creek High	School Funds - Baseball	Assistant Baseball Coach
Kristofer Smith	\$2,500.00	Stewarts Creek High	School Funds - Baseball	Assistant Baseball Coach
Name- Non-Faculty	NTE Amt.	School	Funded By	Description
Lynn Cooper	\$1,200.00	Blackman Middle	School Funds - Track	Track timing
Christa Lanier	\$1,200.00	Central Magnet	School Funds - HS Boys Basketball	Keeping the scorebook for JV and Varsity teams
Jacob Marlow *1	\$50.00	Eagleville	School Funds - Band	Sectionals with 7th - 12th graders
Forest Freeman	\$1,500.00	Oakland High	School Funds - Girls + Boys Basketball	Basketball Bookkeeper for Girls and Boys Basketball
Trey Hannah	\$2,000.00	Oakland High	School Funds - Baseball	Work Baseball ticket gate

Kenitra Green *7	\$500.00	Oakland Middle	School Funds - Track	Assistant Track Coach
Tonya Lawson *1	\$100.00	Oakland Middle	School Funds - Band	Solo & Ensemble judging
David Skinner *1	\$100.00	Oakland Middle	School Funds - Band	Solo & Ensemble judging
Chase Smith *7	\$1,500.00	Oakland Middle	School Funds - Baseball	Assistant Baseball Coach
Karl Wingruber *1	\$100.00	Oakland Middle	School Funds - Band	Solo & Ensemble judging
Matthew Hunter	\$2,000.00	Riverdale High	School Funds - Drama	Choreographer, Wig Designer, and Producer for Spring Musical
Bradley Jackson	\$1,500.00	Siegel High	School Funds - Track	Timing Track meets
Braxin Carico	\$1,500.00	Stewarts Creek High	School Funds - SCTV	Editing + Production work
Charles Mitchell	\$2,500.00	Stewarts Creek High	School Funds - Baseball	Head JV Baseball Coach
Name- Classified	NTE Amt.	School	Funded By	Description
Julie Glass *2	Hourly	Blackman Middle	School Funds - Track	Worker at Track meets
Tracy Harris *2	Hourly	Blackman Middle	School Funds - Track	Worker at Track meets
Danza Hill *2	Hourly	Rocky Fork Middle	Outside Group / Use of Facilities	Supervisor for Athens Performance Volleyball Team

- 1 Approved previously for an amount \$500 or greater
- 2 Overtime rate for special events
- 3 Anticipate amounts over \$500 this school year
- 4 Amend prior approval
- 5 Less than \$500 but part of event total
- 6 Must have the approval of the Transportation Department
- 7 Classified Employee Coach
- 8 Regular Rate - Part time employee

E. Non-Faculty Volunteer Coaches:

According to the Tennessee Secondary School Athletic Association (TSSAA) guidelines, Board of Education approval is required to allow non-faculty volunteer coaches to participate in the school athletic programs.

NAME	SCHOOL	SPORT
Golden, Chris	Riverdale High	Softball
Hunter, Matthew Hayes	Riverdale High	Theatre

Motion made by Mrs. Maxwell and seconded by Mrs. Rosales, to approve the consent agenda as presented.

**Vote: All yes
Motion passes.**

6. PUBLIC COMMENT*

Keri Lambert – Addressed the Board regarding concerns involving policies; 4.403- Library Materials and 1.404- Appeals to and Appearances Before the Board.

Kevin Lawhorn – Requested the school district’s closure to observe the eclipse on April 8, 2024.

Robert Brooks – Expressed his opposition of passing policy 1.404- Appeals to and Appearances Before the Board.

Tammy Kelley – Appeared before the Board to speak against the passing of policy 1.404- Appeals to and Appearances Before the Board.

Mrs. Rosales cited House Bill No. 448, section 1 (a) and further elaborated that the new policy (1.404) is no different than any other governing body and their intent to keep order in their meetings.

Mr. Tidwell stated that if the policy (1.404) had already been approved, no one person would have been allowed to speak because their speaking topics were not on the agenda.

Mrs. Darby voiced her troubles with the approval of the policy (1.404) and since she was elected by the people of Rutherford County, she stated that it is her job to listen to their issues and concerns.

Ms. Sharp stated that we cannot restrict taxpayer’s rights and coming to address the Board should not be limited to Rutherford County residents.

**Public comment requests to address the Board must be provided in writing to the Director of Schools' office no later than noon (12:00 p.m.) on the day of the meeting by completing the Public Comment Form. Speakers will have three (3) minutes to speak.*

7. GUEST SPEAKERS

Work Session: Chloe Scott, Ian Bush, Dalton Lawwell, Cody Raymond, Josiah Tooley, and Connor Weitzel are students that shared their experience with the CTE Aviation program at Siegel High School.

Board Meeting: Dr. Poole, Secondary Coordinator, introduced Karstyn Bradley from RC Virtual School to share her experience attending SCOPE.

Ms. Karstyn Bradley shared that she was selected to attend the Student Congress on Policies in Education Conference (SCOPE) for a second year and it has been an incredible experience. This year her group discussed and debated Artificial Intelligence (AI) usage in schools.

Mrs. Bratton thanked the RC Virtual School teachers in attendance for supporting Ms. Bradley.

Both Mrs. Rosales and Mrs. Maxwell participated in the conference and served as facilitators for Juniors and Seniors. One group debated the “con” side of the use of cell phones in the classroom and another group debated the “con” side of having a four-day school week. Both teams won their debates and it was a lot of fun to watch and be a part of a such a bright, amazing, articulate group of students.

Mrs. Bratton welcomed Ms. Karen Dodd to the meeting. She is a Murfreesboro City School Board Member and is also one of our teachers at the RC Virtual School.

8. RUTHERFORD PROUD

Desmos Math Art Winner

Rutherford County Schools recently held the Desmos Math Art Contest. The top students and the top teachers were recognized tonight along with a presentation showing their winning entries.

Dr. Prince, Math Specialist 9-12, indicated this is their 3rd year holding the Desmos Math Art Contest. Dr. Prince thanked the Redstone Federal Credit Union and M.T.S.U. for their sponsorship and continued support. The following students were recognized and awarded for the following divisions:

Algebra I & Geometry, 1st Place Winner

Aung Ngai - Stewarts Creek High

Algebra II & Above, 4th- 6th Place Winners

**Braydon Johnson – Holloway High
Jenna Lynn Anderson - Blackman High
Cohen Dickey – Blackman High School**

Algebra II & Above, 3rd Place Winner

Aaliyah Timoschuk, Central Magnet

Algebra II & Above, 2nd Place Winner

Makenzi Young, RC Virtual School

Algebra II & Above, 1st Place Winner

Collin Sutherland, Stewarts Creek High

1st Place Winner, Collin Sutherland, also earned a \$500-dollar scholarship to M.T.S.U. which he also won last year.

Dr. Prince also introduced and awarded the following teachers for their participation in the contest:

1st Place Winner, Jonathan Anderson, Stewarts Creek High

2nd Place Winner, Morgan Anderson, Blackman High

9. INSTRUCTION (TAB 2)

I. Roy Waldron Elementary is applying for a \$10,000 grant with the TVA School Uplift Program for the 2024-2025 school year.

For informational purposes only.

II. PBL Training for CTE Teachers

CTE is requesting to spend a portion of the Innovative Schools Model grant funds on Project Based Learning training through PBL Works. PBL Works is an organization that provides gold standard PBL training to districts across the country. Seventy middle school and high school teachers will receive four days of intensive training. At the conclusion, they will have a complete PBL unit to implement in the fall semester. In addition to the training, teachers will have access to a total of forty hours of one-on-one consultation, and administrators will have access to two hours of training to help them support teachers implementing PBL in their classrooms. This training will support Innovative Schools Model initiatives as well as initiatives with our industry partners and Rutherford Works.

Motion made by Mrs. Rosales and seconded by Mr. Tidwell, to approve the PBL Works contract with Rutherford County Schools as presented.

Vote: All yes

Motion passes.

10. HUMAN RESOURCES (TAB 3)

ADVANTAGE xPO Renewal Agreement

Rutherford County Schools currently contracts with Advantage xPO for substitute teacher services. Advantage xPO will maintain their current contract and the bill rate will increase by \$.30

(30 Cents) per substitute daily obtained. This increase is due to an increase in TN background checks and an increase in the SmartFind Software profile rates for the 2024-25 school year.

Motion made by Mrs. Maxwell and seconded by Mrs. Rosales, to approve the renewal of the Advantage xPO contract for substitute teacher services for the 2024-25 school year as presented.

**Vote: All yes
Motion passes.**

11. LEGAL (TAB 4)

I. Charges Against Tenured Teacher for Suspension Greater than Three (3) Days

Charges have been brought against Emily Romine, a tenured teacher, seeking suspension of fifteen (15) days. Under state law, these charges must first be brought before the Board. The Board's duty when charges are brought against a tenured teacher is to determine if the charges are proven to be true, is the alleged conduct of such a nature as to warrant suspension greater than three (3) days. If the Board determines the charges, if proven true, do warrant suspension greater than three (3) days, the teacher will be given notice of the determination and rights under State law to a hearing before an impartial hearing officer. After the determination by the hearing officer, either side dissatisfied with the hearing officer's ruling may appeal the decision to the Board of Education.

Motion made by Mr. Tidwell and seconded by Ms. Sharp, if proven true, would warrant suspension greater than three (3) days.

**Vote: All yes
Motion passes.**

II. Out of County Transfer Student (1)

The Board has been requested to admit a transfer student from another school system under discipline. The student was expelled for assault of a student.

According to Policy 6.318, the Board may deny admissions of any student (except those in state custody) when a student transfers from another school system while under suspension or expulsion.

Director of Schools' Recommendation: Deny admission.

Motion made by Mrs. Maxwell and seconded by Mrs. Rosales, to deny the admission of this Out of County Transfer Student as presented.

**Vote: All yes
Motion passes.**

III. Out of County Transfer Student (2)

The Board has been requested to admit a transfer student from another school system under discipline. The student was expelled for one year for possession of five (5) boxes of vapes.

According to Policy 6.318, the Board may deny admissions of any student (except those in state custody) when a student transfers from another school system while under suspension or expulsion.

Director of Schools' Recommendation: Deny admission.

Motion made by Ms. Sharp and seconded by Mrs. Maxwell, to deny the admission of this Out of County Transfer Student as presented.

**Vote: All yes
Motion passes.**

12. ENGINEERING AND CONSTRUCTION (TAB 5)

- I. Oakland Middle School request: Principal Brad Decker has requested to purchase an 8' x 16' storage building to be utilized by the respective soccer teams. The cost for the building is \$6,300.00 and the funding will be from the school's soccer field account. The funds are currently available. Engineering and Construction has reviewed the request and recommends approval.

Motion made by Mr. Tidwell and seconded by Ms. Sharp, to approve the request for an 8' x 16' storage building for Oakland Middle School as presented.

**Vote: All yes
Motion passes.**

- II. Walter Hill Elementary request: Principal Laura Heath has requested to construct an outdoor classroom/amphitheater to provide a space for learning and connection geared toward STEAM. This project is in conjunction with the Katie Woodie Foundation and Republic Services. The anticipated cost is \$150,000.000 and is being completely covered by donations and grants. The project design is by Kline Sweeney and Associates, and they are the architects who designed the Public Safety Center being built adjacent to the school. The structure is being constructed by American Constructors also associated with the Public Safety Center. Engineering and Construction has reviewed the request and recommends approval. This request is at no cost to the Board.

Motion made by Mrs. Darby and seconded by Ms. Sharp, to approve the outdoor classroom/amphitheater for Walter Hill Elementary as presented.

Vote: All yes

Motion passes.

13. INSURANCE

Nothing new to report.

14. FINANCIAL REPORT

Nothing new to report.

15. DIRECTOR'S UPDATE

Dr. Sullivan reported:

State report card comes out on Tuesday, March 26th, which will entail school letter grades and other items that students were tested on last April.

Health & Education Committee has taken RC School Board off the agenda because we did not have any agenda items; therefore, Mr. Runion nor Dr. Martin have to attend the meeting on Tuesday.

16. TENNESSEE LEGISLATIVE NETWORK (TLN) UPDATE

Mrs. Rosales provided an update on the three bills Representative Robert Stevens is sponsoring and two bills Representative Mike Sparks is sponsoring.

She was excited to report that the Department of Education is open to meeting with RCS to discuss the concerns and needs we are seeing with the growing ESL population.

17. FEDERAL RELATIONS NETWORK (FRN) UPDATE

Nothing new to report.

18. GENERAL DISCUSSION

Ms. Sharp and Mrs. Maxwell shared that the school naming committees have settled on school names, mascots, and colors they will reveal at the April 4th Board meeting.

Mrs. Maxwell wanted to remind people the honor it is to represent not only zone 5 but also the School Board. She is always accessible and available to speak to anyone that needs help in resolving a problem.

Mrs. Bratton talked about her recent experience when asked to mentor a Senior at Central Magnet when writing their senior thesis. She said it was such a delightful experience and so wonderful to see what our students are doing in our district.

Motion made by Mrs. Rosales and seconded by Mrs. Maxwell, to approve School Resource Officers (SROs) Curriculum Implementation.

Roll Call Vote:

- Ms. Sharp – No**
- Mr. Young – Yes**
- Mrs. Rosales – Yes**
- Mrs. Darby – No**
- Mr. Tidwell – No**
- Mrs. Maxwell – Yes**
- Mrs. Bratton – Yes**

Vote: Majority
Motion passes.

19. ADJOURNMENT

Motion made by Mrs. Darby and seconded by Mrs. Maxwell, to adjourn the meeting at 6:27 P.M.

Approval of Agenda Minutes

Shelia Bratton, RCS BOE Chairman

Date

Dr. James Sullivan, RCS Director of Schools

Date

Bid #3730
2024-2025 Photography

No.	School	Recommendations	Commission or Flat Fee
1	Barfield Elementary	JHA	Commission
2	Blackman Elementary	Loveless Photography	Commission
3	Blackman High School	Loveless Photography	Flat Fee
4	Blackman Middle School	JHA	Commission
5	Brown's Chapel Elementary	JHA	Commission
6	Buchanan Elementary	JHA	Flat Fee
7	Cedar Grove Elementary	JHA	Commission
8	Central Magnet School	Loveless Photography	Flat Fee
9	Christiana Elementary	JHA	Commission
10	Christiana Middle School	JHA	Commission
11	David Youree Elementary	JHA	Commission
12	Eagleville Elementary	Loveless Photography	Flat Fee
13	Holloway High School	JHA	Flat Fee
14	Homer Pittard Campus	JHA	Commission
15	John Colemon School	JHA	Commission
16	Kittrell Elementary	JHA	Commission
17	Lascassas Elementary	jha	Commission
18	LaVergne High School	JHA	Flat Fee
19	LaVergne Lake Elementary	JHA	Commission
20	LaVergne Middle School	JHA	Flat Fee
22	McFadden Elementary	JHA	Commission
23	Oakland High School	Paul Vaughn Photography	Flat Fee
24	Oakland Middle School	JHA	Flat Fee
25	Plainview Elementary	JHA	Commission
25	Riverdale High School	JHA	Flat Fee
26	Rock Springs Elementary	JHA	Commission
27	Rock Springs Middle School	JHA	Commission
28	Rockvale Elementary	JHA	Commission
29	Rockvale High	Loveless Photography	Flat Fee
30	Rockvale Middle	JHA	Commission
31	Rocky Fork Elementary	Loveless Photography	Commission
32	Rocky Fork Middle	JHA	Flat Fee
33	Roy Waldron	JHA	Commission
34	Siegel High School	Loveless Photography	Flat Fee
35	Siegel Middle School	Loveless Photography	Flat Fee
36	Smyrna Elementary	JHA	Commission
37	Smyrna High School	JHA	Flat Fee
38	Smyrna Middle School	JHA	Flat Fee
39	Smyrna Primary School	JHA	Commission
40	Stewarts Creek Elementary	Loveless Photography	Commission
41	Stewarts Creek High School	Loveless Photography	Flat Fee
42	Stewarts Creek Middle School	JHA	Commission
43	Stewartsboro Elementary	JHA	Commission
44	Thurman Francis School	JHA	Commission
45	Walter Hill	JHA	Commission
46	Whitworth-Buchanan Middle	JHA	Flat Fee
47	Wilson Elementary	JHA	Commission
48	Virtual School	JHA	Flat Fee

Principal's recommendations to above vendors for Photography for the 2024-2025 school year.

Request to Purchase:

CTE Department would like to purchase a 2024 Load Trail 16' Tilt Trailer from Hank Williams Trailers not to exceed \$9,200.00.

To be funded through CTE GP Funds.

MEMORANDUM

DATE: March 21, 2024
TO: Dr. James Sullivan, Director of Schools
FROM: Monika B. Ridley, General Counsel
RE: Transfer Student Under Discipline (1)

The Board has been requested to admit a transfer student from another school system under discipline. The student was remanded to alternative school for possession of an infused gummy (edible).

According to Policy 6.318, the Board may deny admissions of any student (except those in state custody) when a student transfers from another school system while under suspension or expulsion.

Director of Schools' Recommendation: Admit and place into alternative school.



CONTRACTUAL AGREEMENT

This agreement, dated this ____ day of March, 2024 is to serve as a legal and binding agreement by and between the parties herein, for the purpose of defining the promises and warranties of and by RHS Quarterback Booster Club for the benefit of Riverdale High School, located at 802 Warrior Dr. Murfreesboro, TN 37128 hereinafter referred to as “Benefactor” and Wilson Bank & Trust, referred to herein as “Sponsor.”

Wilson Bank & Trust, does hereby agree to provide a total donation to RHS Quarterback Booster Club for the benefit of Riverdale High School equal to and no greater than \$150,000.00 (One-Hundred and Fifty-Thousand Dollars) payable over a 10 year period. These payments will be paid in April of each year through 2034 in the amount of \$15,000.00 (Fifteen Thousand Dollars) each year.

For said donation, benefactor does hereby agree to use the funds towards the purchase of a Turf Field and the installation of Wilson Bank and Trust logos on the Turf Football field. Sponsor will be the Main sponsor on the Turf Football Field. The Wilson Bank and Trust logo’s will be placed around the 20 – 30 yard lines on both sides of the field and will measure 28’ long and 12’ tall. The Benefactor will work with the Sponsor’s marketing department to ensure the Sponsor’s logos and other branding elements are approved before use on the Turf Football Field for the length of term of this agreement.

The benefactor agrees to provide and pay for any necessary maintenance needed to ensure the Turf Football field is operational for all practices, games, and other events held at the school coinciding with the term of this agreement. This includes making sure any Wilson Bank & Trust branding on the field is always clean, legible, and represents the Wilson Bank & Trust brand in a manner that is acceptable to Wilson Bank & Trust. If at any time, the Turf field needs to be replaced or repaired, the Wilson Bank & Trust branding will remain as part of the new Turf field in its original format for the remaining term of the agreement. The benefactor agrees to cover all costs related to the replacement and repair of a new Turf field if needed prior to the end of this agreement.

This agreement requires the Benefactor’s to maintain their full deposit account relationship with the sponsor.

This binding agreement will be in place once signed through the completion of the 2034 school year.

Benefactor: Riverdale High School

Tamera Blair, Principal

Date: _____

Benefactor: RHS Quarterback Booster Club

John Lewis, President

Date: _____

Sponsor: Wilson Bank & Trust

Scott Jasper, EVP, Chief Administration Officer

Date: _____

Rutherford County Schools Proposed Certified Pay Schedule 2024-2025

Grade/Step	BA	MA	MA+45	EDS	DR	200 day certified teacher	
0	\$48,355.91	\$52,466.16	\$56,925.79	\$59,772.08	\$62,760.68		
1	\$49,202.14	\$53,384.33	\$57,921.99	\$60,818.09	\$63,859.00	Placement on New Scale	
2	\$50,063.18	\$54,318.55	\$58,935.62	\$61,882.41	\$64,976.52	Years 22	Step 22
3	\$50,939.28	\$55,269.13	\$59,967.00	\$62,965.35	\$66,113.62	Years 26	Step 23
4	\$51,830.72	\$56,236.33	\$61,016.43	\$64,067.25	\$67,270.61	Years 30	Step 24
5	\$53,385.64	\$57,923.43	\$62,846.91	\$65,989.26	\$69,288.72	Years 35	Step 25
6	\$55,254.14	\$59,950.74	\$65,046.55	\$68,298.89	\$71,713.83		
7	\$56,635.49	\$61,449.51	\$66,672.72	\$70,006.35	\$73,506.68	FY24-25 Proposed Salary increase	
8	\$58,051.38	\$62,985.75	\$68,339.54	\$71,756.52	\$75,344.34	2.50%	
9	\$59,502.66	\$64,560.39	\$70,048.03	\$73,550.42	\$77,227.95		
10	\$60,990.24	\$66,174.40	\$71,799.23	\$75,389.19	\$79,158.65		
11	\$62,210.04	\$67,497.89	\$73,235.21	\$76,896.98	\$80,741.82		
12	\$63,143.19	\$68,510.35	\$74,333.74	\$78,050.43	\$81,952.95		
13	\$64,090.34	\$69,538.02	\$75,448.74	\$79,221.18	\$83,182.25		
14	\$65,051.69	\$70,581.08	\$76,580.48	\$80,409.50	\$84,429.98		
15	\$65,864.84	\$71,463.35	\$77,537.73	\$81,414.62	\$85,485.35		
16	\$66,688.15	\$72,356.64	\$78,506.95	\$82,432.30	\$86,553.92		
17	\$67,521.75	\$73,261.10	\$79,488.29	\$83,462.71	\$87,635.84		
18	\$68,365.77	\$74,176.86	\$80,481.89	\$84,505.99	\$88,731.29		
19	\$69,049.43	\$74,918.63	\$81,286.71	\$85,351.05	\$89,618.60		
20	\$69,739.92	\$75,667.82	\$82,099.58	\$86,204.56	\$90,514.79		
21	\$70,262.97	\$76,235.33	\$82,715.33	\$86,851.09	\$91,193.65		
22	\$70,789.94	\$76,807.09	\$83,335.69	\$87,502.48	\$91,877.60		
23	\$71,320.87	\$77,383.14	\$83,960.71	\$88,158.74	\$92,566.68		
24	\$71,677.47	\$77,770.06	\$84,380.51	\$88,599.54	\$93,029.51		
25	\$72,035.86	\$78,158.90	\$84,802.42	\$89,042.54	\$93,494.67		

This is a new pay scale for the 23-24 school year. This scale increases the number of steps from 21 to 26

5% increase to the base teacher salary of Bachelors with 0 years experience from 22-23 SY. (Percentage increase varies based on years and degree with new scale)

Employees will be assigned a step based on years of total certified teaching experience (or recognized equivalent such as military, etc)

Certified employees with more than 21 years experience (the current end of the scale) will be placed on a new step based on range of recognized experience years.

After 23-24 SY, employees will move a step with each year of experience earned until Step 25